

Relations industrielles Industrial Relations



Information and Economic Progress, Hower R. Bowen and Garth L. Mangum, Editors, 170 p. \$ 4.95, Clothbound/\$1.95 paper, Prentice-Hall Inc., 1967.

Benjamin S. Kirsh

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- 1.—**Labor Relations** is illustrated with ten carefully selected arbitration cases.
- 2.—This book is a depth study of the behavioral phases of labor relations.
- 3.—It emphasizes the vital issues of collective bargaining.
- 4.—**Labor Relations** considers the impact of technology, growth of white-collar employment and worker motivation.
- 5.—**Labor Relations** contains a detailed mock negotiation problem.

In concluding, let us say that this book is a very interesting study of the labor relations reality and a practical and comprehensive approach to the negotiation and administration of today's labor-management issues.

Jean SEXTON

Manpower Planning in a Free Society, by Richard A. Lester, Princeton University Press, Published by Saunders of Toronto Ltd, 1966, 22 pages.

While in the fifties the main preoccupation in industrial relations was union-management relations, today the spotlight has shifted to another area which tended until recently to be neglected, manpower policy.

The central theme of this book is that the hand of government can and should be used more constructively to facilitate effective utilization of manpower. The role of government should not be to control on direct manpower but rather to make it easier for individuals to choose careers, to prepare themselves adequately and to change jobs.

The author analyzes the need for manpower planning, the nature of such planning and the ways that it could improve the functioning of our mixed economy.

Mr. Lester's recommendations include:

- 1.—expanding research and analysis to give more depth to the Annual Manpower Reports of the President.
- 2.—extending the functions of the Federal State Employment Service including the establishment of a national clearing center for high talent manpower.

- 3.—improving programs of information and training to enlarge opportunities at all levels, enabling men and women to realize more fully their potential earning power and economic contribution.

In addition to these recommendations this book urges that more stress be placed on knowledge-generating research and on the distribution of useful information about manpower needs and opportunities. **Manpower Planning in a Free Society** sets forth a pattern of thought and a program of action.

Jean SEXTON

Information and Economic Progress, Howard R. Bowen and Garth L. Mangum, Editors, 170 p. \$4.95, Clothbound/\$1.95 paper, Prentice-Hall Inc., 1967.

The editors of this volume are Dr. Howard R. Bowen, president of the University of Iowa and Garth L. Mangum. Dr. Bowen was chairman and Dr. Mangum executive secretary of the National Commission on Technology, Automation, and Economic Progress, whose report was filed in 1966. The Commission was appointed by President Johnson pursuant to an act of the Congress of the United States. Its distinguished membership embraced leaders in management, labor and academic and public life.

The reviewer had occasion to offer a critique of the findings of the Commission in **Personnel Journal**, April, 1966 issue.

The book contains a condensation of the text of the Commission's report, together with selections from the six published volumes of supplementary studies which contain much source material for the report.

Since the report, itself, is divided into various chapters and considers more than 40 topics, only highlight references can be made here. Serious students of the industrial scene will find a careful examination of its content and the Commission views on these various subjects.

Some of the proposals of the Commission have never been advanced by any official bodies in the United States. These included a guaranteed minimum maintenance of income provision, reverse tax benefits, the assumption of a governmental obligation to employ the hard core jobless, and the great expenditure of public moneys for the accomplishment of these social purposes.

These recommendations received widespread publicity and obscured other features. The report, as a whole, which is a most comprehensive survey of the contemporary economic, business and social structure in the United States.

An important point made is that automation or technological innovation cannot be adjudged the sole culprit in the displacement of labor on the cause of unemployment.

All the other contributing factors are set forth, reinforced by statistical materials and illustrative examples.

The report transcends what is ordinarily conceived of as problems arising out of automation. It really amounts to a blueprint for the minimization or abolition of unemployment.

The book is recommended as perhaps most balanced presentation of the problems present in this technological age and a serious attempt to offer a satisfactory solution.

Whether universal agreement can be accorded its recommendations is to be doubted. Yet one's one differing plan to cope with and offer a solution to the serious problems considered, could be subjected to similar criticism. The issues involved are most assuredly perplexing.

Benjamin S. KIRSH

Automation and Economic Progress, par Howard R. Bowen et Garth L. Mangum, Prentice-Hall Inc., Englewood Cliffs, N.J., 1966, 170 pages.

Automation and Economic Progress est un résumé du rapport de la commission nationale sur la technologie, l'automation et le progrès économique. Les auteurs, tous deux membres de la dite commission, ont choisi judicieusement parmi toutes les études faites pour cette dernière, dix rapports qui leur ont aidé à bâtir ce livre. Nous pouvons diviser cet ouvrage en quatre grandes parties.

Les auteurs débent par des considérations d'ordre général à savoir la vitesse du changement technologique (Chap. 1) et sa corrélation avec le chômage (Chap. 2).

Dans un second temps Bowen et Mangum cherchent une solution pour éviter la résis-

tance au changement. Pour ce faire, ils proposent de créer un climat favorable à l'adaptation au changement technologique par un niveau d'emploi et un revenu suffisant (Chap. 3). Mais il ne suffit pas de créer un climat. Des politiques publiques (Chap. 4) et privées (Chap. 5) adéquates sont indispensables pour faciliter l'adaptation à ce changement technologique.

Dans une troisième partie, les auteurs font quelques considérations générales sur la technologie et les besoins non satisfaits des hommes et de la communauté (Chap. 6). Bowen et Mangum considèrent la technologie par rapport aux besoins de la communauté (Chap. 7) et par rapport au milieu de travail (Chap. 8).

Finalement, les auteurs font un chapitre spécial pour résumer leurs conclusions et leurs recommandations principales. (chap. 10)

Tout le reste du livre est consacré à l'exposé intégral de quatre études supplémentaires qui ont été faites pour la «National Commission on Technology, Automation and Economic Progress».

En résumé, disons que l'utilité principale de ce livre est de démystifier le mot «AUTOMATION» et de démontrer qu'on peut s'en servir d'une façon très rationnelle à certaines conditions.

Jean SEXTON

Modern Economic Growth, Rate, Structure and Spread, Simon Kuznets, New Haven and London Yale University Press, 1966, 529 pages.

In a comprehensive analysis of the quantitative characteristics of economic growth, Mr. Kuznets illuminates the basic features of the modern economic epoch. He makes a detailed comparative analysis of industrial structure, income distribution among factors and by size, trends in patterns of product use, and growing international interdependence in the modern period.

The economic world no longer revolves about London and New York. Dozens of new nations are struggling toward economic independence and industrial growth under institutional arrangements quite unlike those of the West. That is why a major portion of the book is devoted to an investigation of international diversity and the underdeveloped countries.